Specific Format Required for a Complete Proposal

A complete proposal should contain the following information in this order and numbered this way:

1. New Program Proposal Form

Form NP

NEW PROGRAM PROPOSAL FORM

Sponsoring Institution(s):	Southeast Missouri State University
Program Title:	Master of Arts in Industrial/Organizational Psychology
Degree/Certificate:	Master of Arts
Options:	·
Delivery Site(s):	Southeast Missouri State University – Main Campus. Kennett, Malden, and Sikeston Campuses pending demand.
CIP Classification (provide a CIP code):	42.28
Implementation Date:	Fall 2016
Cooperative Partners:	
Expected Date of First Graduation:	Spring 2018
AUTHORIZATION	
Dr. William Eddleman, Provost Name/Title of Institutional Officer	William R. Eddlewan 6-27-14 Signature Date
Dr. Leslee K, Pollina Person to Contact for More Information	573-651-2835 on Telephone

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Dr. Leslee K. Pollina	Signature	573-651-2835
Person to Contact for More Information	on	Telephone

2. Need:

A. Student Demand:

i. Estimated enrollment each year for the first five years for full-time and part-time students

Form SE STUDENT ENROLLMENT PROJECTIONS

Year	1	2	3	4	5
Full-Time	5	7	10	12	14
Part-Time					
TOTAL	5	7	10	12	14

ii. Will enrollment be capped in the future? If demand exceeds instructional capacity.

B. Market Demand:

i. National, state, regional, or local assessment of labor need for citizens with these skills

Industrial-organizational psychology is expected to be the fastest-growing area of psychology, with job opportunities expanding by as much as 26% between 2010 and 2018 (U.S. Dept. of Labor, *Occupational Outlook Handbook*, 2011). The *Wall Street Journal* included I-O psychology in its 2010 article on the "Hot Jobs" of 2018". This area of psychology provides high-paying jobs for graduates; in 2009, the average starting salary for master's-level graduates was \$57,000, which is excellent for an entry-level position.

C. Societal Need:

i. General needs which are not directly related to employment
Industrial-organizational psychologists are in demand due to their skills
related to improving worker productivity and retention, which are badly
needed in a recovering economy. They also have skills related to resolving
issues of workplace diversity and discrimination. They often use research
design and analysis skills to develop tools for recruiting and selecting
desirable employees and for market evaluation.

D. Methodology used to determine "B" and "C" above.

Data from U. S. Department of Labor *Occupational Outlook Handbook*, 2010-2011 edition.

3. Duplication and Collaboration: If similar programs currently exist in Missouri, what makes the proposed program necessary and/or distinct from the others at public institutions, area vocational technical schools, and private career schools?

Southeast Missouri State University draws many students from southeast Missouri and southern Illinois; many have strong ties to the region and have strong needs for educational opportunities that are both affordable and convenient. A strong graduate program in psychology will enhance the visibility of Southeast Missouri State University both in the region and nationally.

Does delivery of the program involve a collaborative effort with any external institution or organization? If yes, please complete Form CL. No.

4. Program Structure:

Form PS PROGRAM STRUCTURE

A. Tota	otal credits required for graduation:		_42							
B. Res	idency re	equiren	nents, if a	any:					···	
C. Gen	neral education (total credits):		0	0						
General educ	cation co	ourses (-			cr.		lits):	_ cr.	
		cr				cr.			_ cr.	
D. Maj	or requi	ements	s (total cı	redits):	42					
Personnel Ps PY540	sych.	3	cr.	Research Practice PY564	n and	3	_ cr.	Design & Analysis I PY571	3	cr
Organization Psych. PY5561	nal	_3	cr.	Advance Social Ps PY561		3	er.	Design & Analysis II PY671	3	cr
Job Analysis Compensation PY670		_3	cr.	Stereoty and Prej PY657		3	_ cr.	Psychometrics PY557	3	cr
Program De Evaluation PY681	sign/	3	cr.	Consum Psych. PY526	er	3	cr.	Legal/Ethical Considerations PY675	3	cr
Thesis/Inter					urs) and	ł PY697 Tł	nesis Writ	ing (3 hours) OR		
E.	Free elective credits (sum of C, D, & E should equal A):) (Total fo	r prograi	n 42 hours)				
F.	-	Requirements for thesis, internship or other capstone experience:			Writing (3 hrs)	earch (3 hrs) and T OR Internship in O(included in Table	I-O		
G.		-	eatures su							

6. Program Characteristics and Performance Goals: For collaborative programs, responsibility for program evaluation and assessment rests with the institution(s) granting the degree(s).

Form PG PROGRAM CHARACTERISTICS AND PERFORMANCE GOALS

Institution Name:	Southeast Missouri State University				
Program Name:	M.A. in Industrial/Organizational Psychology				
Date:	Fall 2016				

(Although all of the following guidelines may not be applicable to the proposed program, please carefully consider the elements in each area and respond as completely as possible in the format below. Quantification of performance goals should be included wherever possible.)

Student Preparation

- Any special admissions procedures or student qualifications required for this program which exceed regular university admissions, standards, e.g., ACT score, completion of core curriculum, portfolio, personal interview, etc. Please note if no special preparation will be required.
 Undergraduate GPA 3.25, GRE scores (310 combined)
- Characteristics of a specific population to be served, if applicable

Faculty Characteristics

- Any special requirements (degree status, training, etc.) for assignment of teaching for this degree/certificate
 - Ph.D. in psychology (area determined by course assignment)
- Estimated percentage of credit hours that will be assigned to full-time faculty. Please use the term "full-time faculty" (and not FTE) in your descriptions here.

 100%
- Expectations for professional activities, special student contact, teaching/learning innovation
 Deliver up-to-date instruction using appropriate technology, develop and mentor thesis research and internships, maintain active research program

Enrollment Projections

- Student FTE majoring in program by the end of five years 14 full-time
- Percent of full-time and part-time enrollment by the end of five years 100% full-time

Student and Program Outcomes

- Number of graduates per annum at three and five years after implementation 5, 10
- Special skills specific to the program
 Design, analysis, and implementation skills for workplace and program management
- Proportion of students who will achieve licensing, certification, or registration N/A
- Performance on national and/or local assessments, e.g., percent of students scoring above the 50th percentile on normed tests; percent of students achieving minimal cut-scores on criterion-referenced tests. Include expected results on assessments of general education and on exit assessments in a particular discipline as well as the name of any nationally recognized assessments used.

N/A

- Placement rates in related fields, in other fields, unemployed 80%, 15%, 5%
- Transfer rates, continuous study 10%

Program Accreditation

• Institutional plans for accreditation, if applicable, including accrediting agency and timeline. If there are no plans to seek specialized accreditation, please provide reasons.

Southeast Missouri State University participates in accreditation through the North Central Association.

Alumni and Employer Survey

- Expected satisfaction rates for alumni, including timing and method of surveys 90%, 1 and 5 years, online survey
- Expected satisfaction rates for employers, including timing and method of surveys 90%, 1 and 5 years, online survey
- 7. Accreditation: If accreditation is not a goal for this program, provide a brief rationale for your decision. If the institution is seeking program accreditation, provide any additional information that supports your program.

 Currently, no accrediting bodies for masters level programs in psychology exists.
- 8. Institutional Characteristics: Please describe succinctly why your institution is particularly well equipped or well suited to support the proposed program. The mission of Southeast Missouri State University involves providing educational opportunities for the region's population; this program offers an affordable path to lucrative employment, and trains students to provide services that can be beneficial to the region. Student demand for graduate education in psychology continues to grow, and we are uniquely positioned to help satisfy that demand.
- 9. Any Other Relevant Information: